

<b>Unit 2</b> <b>Management Confidential - Unrepresented</b>	
<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 09/01/2014: City Contributes 75% of premium Employee Contributes 25% of premium If no employee contribution, medical benefits are reduced 30% PPO Plan Premium = \$1,084.00 City Contributes \$813.00 Employee Contributes \$271.00
<b>Retirement *</b>	City = 11.65% Employees hired on/after 8/31/2014 pick up 1.5% of City contribution Employee (Average) = 8.46% (2%/year @ 55 w/5 years) DROP
<b>Life Insurance</b>	1x annual salary rounded to nearest thousandth
<b>Long Term Disability</b>	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
<b>Deferred Compensation</b>	Savings/Mutual Funds City contributes up to \$50 per month
<b>Holidays</b>	Holidays = 10 Birthday = 1
<b>Supplemental Sick</b>	Hired on/after 8/31/2014 80 hours max
<b>Annual Leave</b> (Days per year/Hours per month) Annual leave used for vacation available after 6 months/annual leave used for sick available after 1 month)	Hired before 8/31/2014: 1 – 9 years = 23.25/15.5 10+ years = 28.25/18.834 Hired on/after 8/31/2014 1 – 9 years = 20/13.33 10+ years = 24/16.00
<b>Administrative Leave</b>	60 hours per fiscal year
<b>Uniform Allowance</b>	None
<b>Bilingual</b>	\$100 per month
<b>Workers' Compensation</b>	66.67% of compensation
<b>Health Reimbursement Arrangement (HRA)</b>	To pay premiums for post-retirement medical insurance

**LEGEND:**

*	Employees Retirement System = Vested after completing 5 years of service
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